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# Defense Outplacement Referral System (DORS)

The Defense Outplacement Referral System is a voluntary program managed by the Department of Defense and the Office of Personnel Management.

This automated referral system matches both military and civilian employees and their spouses with vacancies in federal agencies, state and local governments, and the private sector.

This program provides additional placement opportunities because you can register in DORS **before** you are eligible for the Priority Placement Program (page 19).

## ELIGIBILITY REQUIREMENTS

You are eligible to register in this program if—

- You may be adversely affected by downsizing (base closure, realignment, or RIF).
- You are seeking employment elsewhere, even if you are not being affected by downsizing.
- You are the spouse of someone adversely affected by downsizing.
- Your spouse has registered for placement outside your geographic area.

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## REGISTRATION

- Although registration is not required, we recommend that you participate in this program.
- If you register, you should be ready to consider seriously any offers made to you through the program.

## DISCUSSION

- You may register for positions at your current grade level but no more than three grades below.
- You may register for up to five skills.
- You and your spouse may register simultaneously for the same geographic area.
- Your local human resources office will counsel you and your spouse on available options and will help you register. This office will receive any official offers of employment.
- Registration continues until—
  - You take yourself off the automated referral list.
  - You accept an offer of permanent employment.
  - One year has passed from your date of separation by RIF.
  - You decline a valid offer within your commuting area after you register in the Priority Placement Program. (Before you register in the Priority Placement Program, you may decline offers without penalty or removal).

*Note: If you decline a valid offer outside your commuting area after you register in the Priority Placement Program, you*



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*will remain on the register for placement to federal agencies within your commuting area.*

## **QUESTIONS AND ANSWERS**

### ***Is DORS a substitute for the Priority Placement Program (PPP)?***

No. DORS is a voluntary referral system to federal agencies and the private sector. It does not require mandatory placement. PPP is a mandatory placement program within Department of Defense activities.

### ***Do I have to accept the first job offer made to me?***

No. Before receiving a specific RIF notice and registering in PPP, you may decline any offer without penalty or removal from the list.

### ***Can I select individual federal agencies or specific companies in the private sector?***

No. However, you can limit the geographic area for referral. Before the RIF period you can decline an offer without penalty or removal from the list.

### ***If I accept an offer outside my commuting area, will moving expenses be paid?***

Payment of your moving expenses is not guaranteed.

- If you accept a position with any federal agency, the Department of Defense may pay expenses, depending on whether your organization is undergoing a reduction or is closing. In some cases, the gaining agency may choose to pay expenses.

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- If you accept a position in the private sector, the Department of Defense cannot pay moving expenses.

***Can I make changes to my DORS registration?***

Yes. You can change your DORS registration at any time. Also, after you register in the Priority Placement Program, your human resources office may make changes to comply with the requirements of that program. You will be notified of any changes.

***If I accept a temporary appointment, can I remain active in DORS?***

Yes, if the position is with a Department of Defense activity. No, if you accept a temporary position with another federal agency or the private sector.

***If my spouse has never worked for the government, for what positions and grades can he/she register?***

Your human resources office will counsel your spouse, help select up to five skills, and determine the appropriate grade level.

